

COOK COUNTY HEALTH & HOSPITALS SYSTEM

Human Resources Metrics for CCHHS Board Of Directors November 30, 2018

**Barbara Pryor
Chief Human Resources Officer**



COOK COUNTY HEALTH
& HOSPITALS SYSTEM
CCHHS

QUARTERLY METRICS

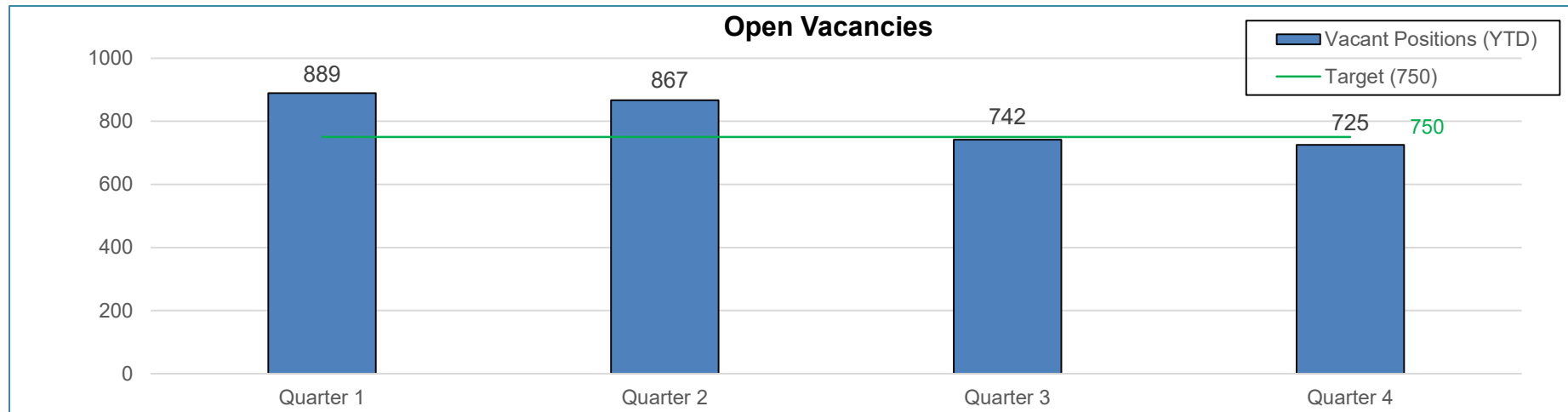


CCHHS HR Activity Report - Open Vacancies

Goal: Continue to maintain open vacancies at 750 or ≤

Our goal is to maintain our total vacancies equal to or below 750.

Description	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sept	Oct	Nov	
Vacancy Number:	836	899	901	889	896	877	867	879	792	742	711		696
Add Separations:	91	32	30	42	29	27	38	19	30	29	28		395
Less External Vacancies Filled:	28	30	42	35	48	37	26	41	37	46	43		413
Less Deleted:	0	0	0	0	0	0	0	65	43	14	0		122*
FY18 TOTAL:	899	901	889	896	877	867	879	792	742	711	696		18 Net New



FY17: Thru 10/31/2017 Separations (405) & External Hires (497) = 92 Net New

FY18: Thru 10/31/2018 Separations (395) & External Hires (413) = 18 Net New

*Budget Changes: 122 FY18 positions were deleted.

FY18 data is through 10/31/2018

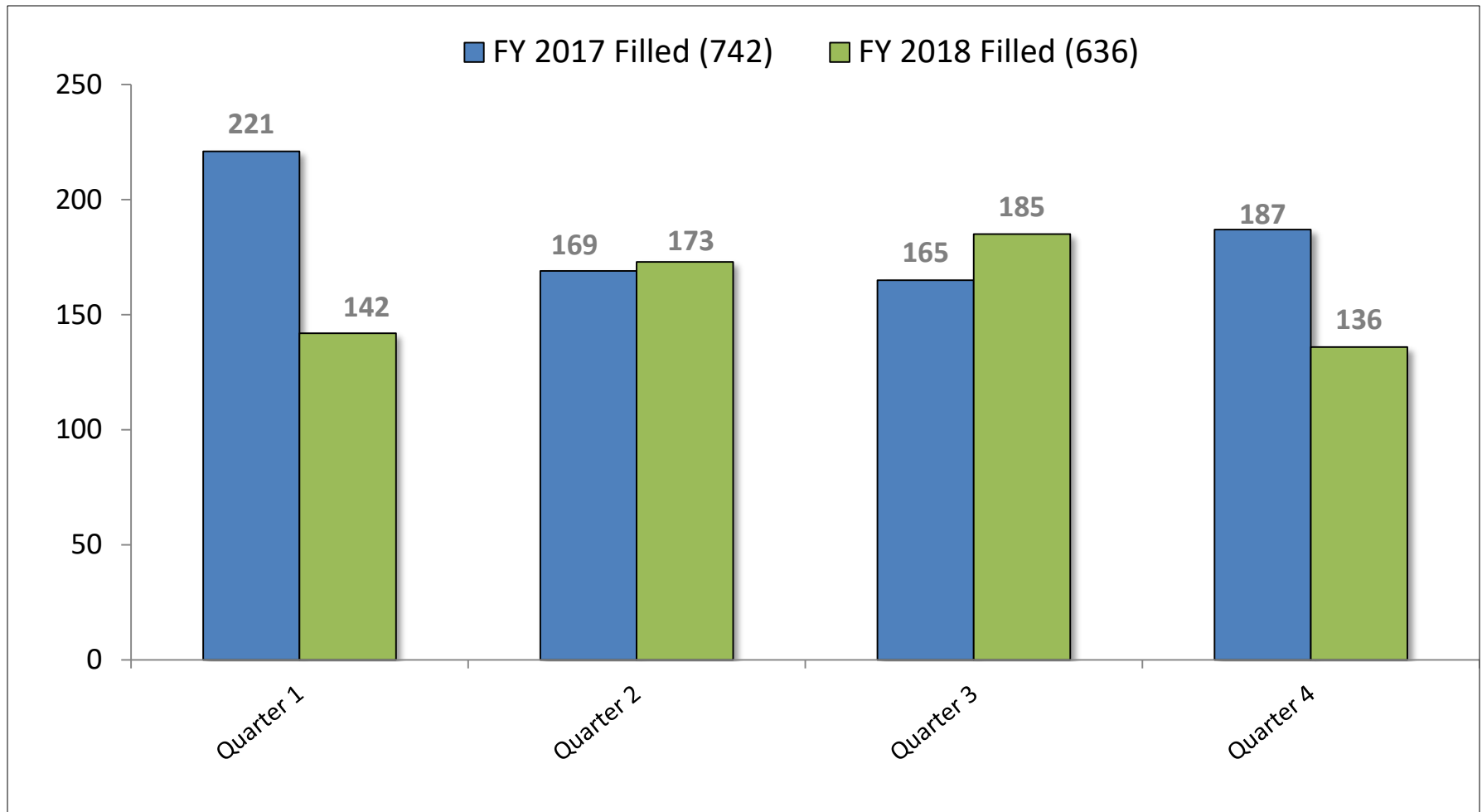


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Hiring – Filled Positions

Thru 10/31/2018



FY18 data is through 10/31/2018

Does not include Consultants, Registry and House Staff

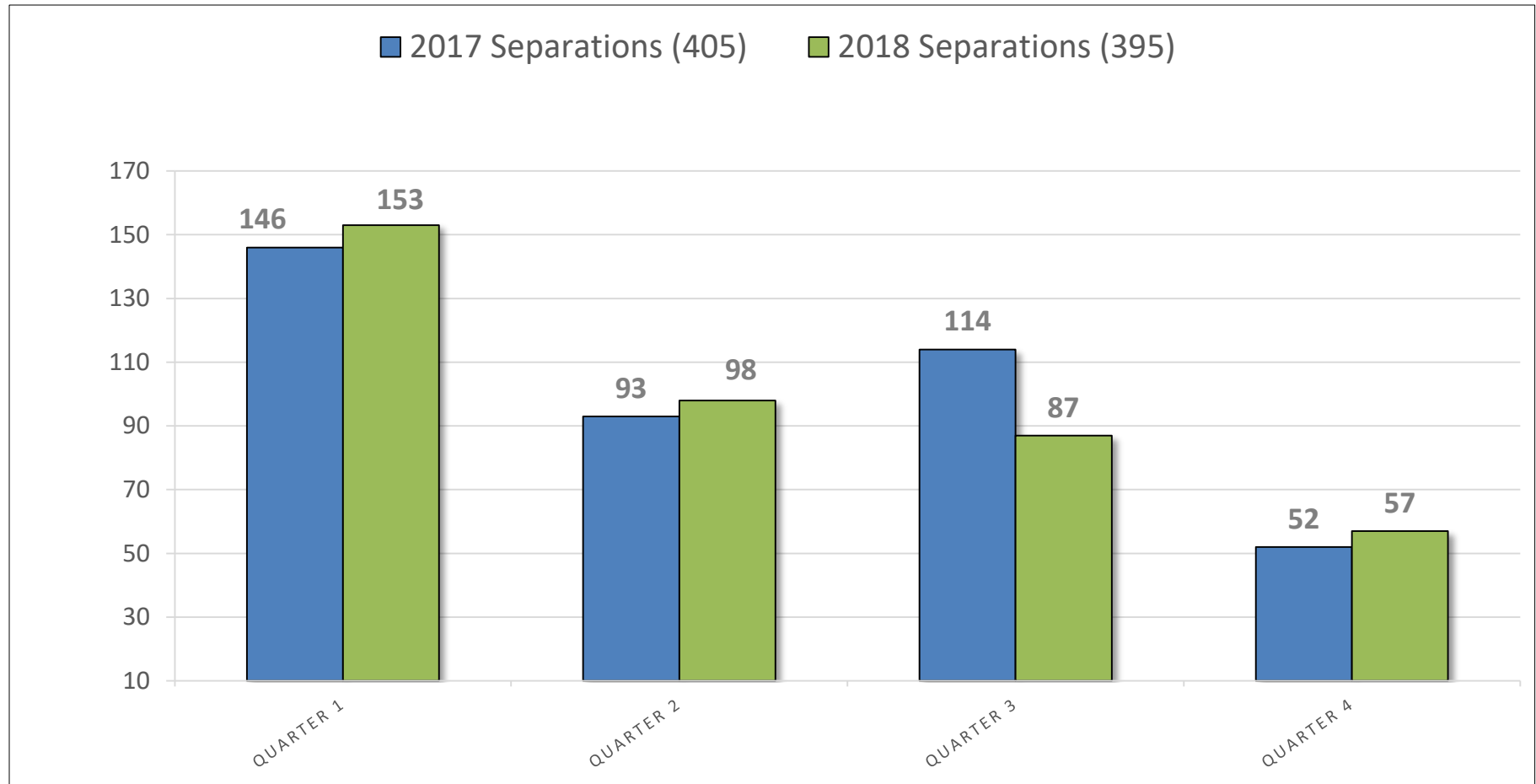


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CCHHS HR Activity Report – Separations

(Thru 10/31/2018)



FY17: Thru 10/31/2017 Separations (405) & External Hires (497) = 92 Net New

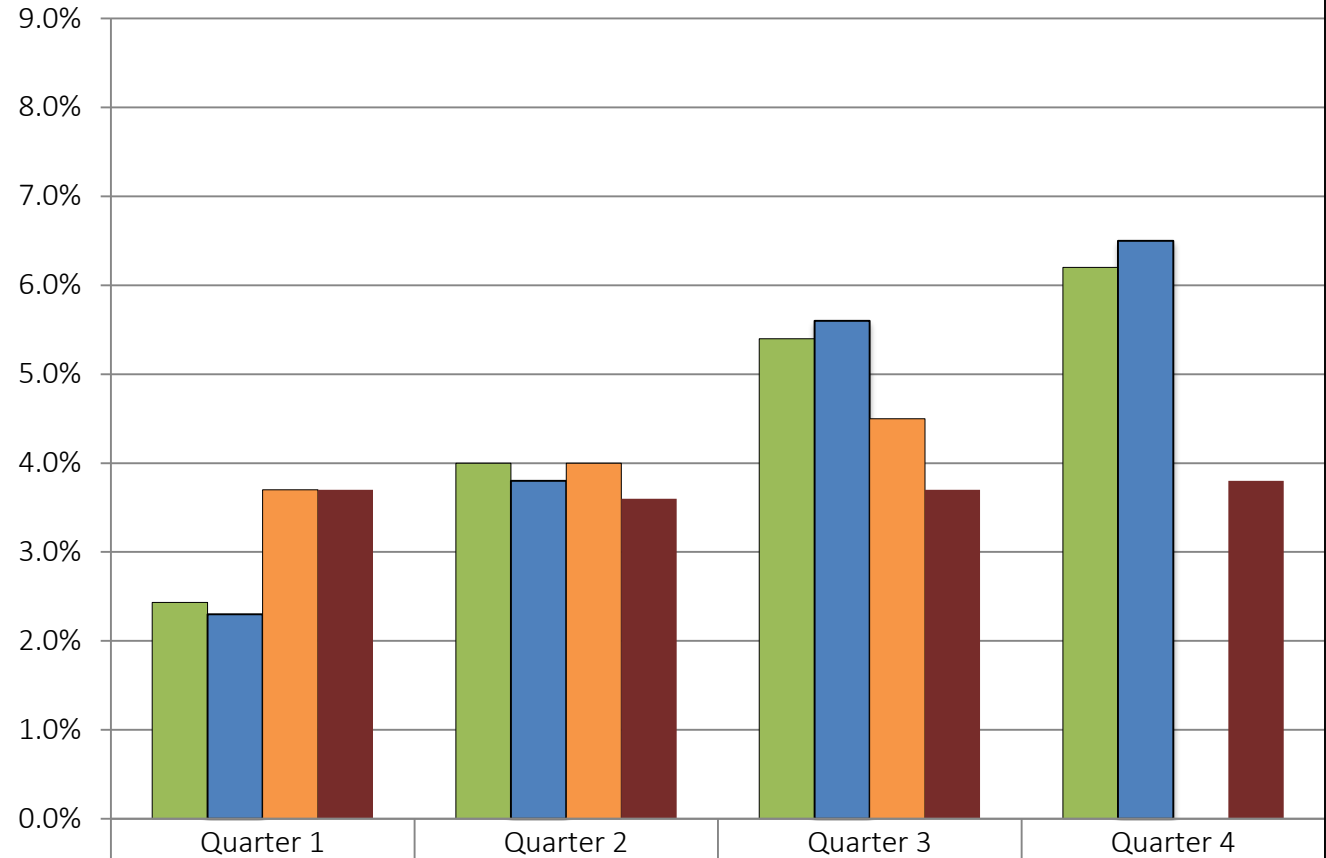
FY18: Thru 10/31/2018 Separations (395) & External Hires (413) = 18 Net New

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CCHHS HR Activity Report – Turnover

CCHHS TURNOVER
Turnover Year-to-Date
 Head Count: 6,357

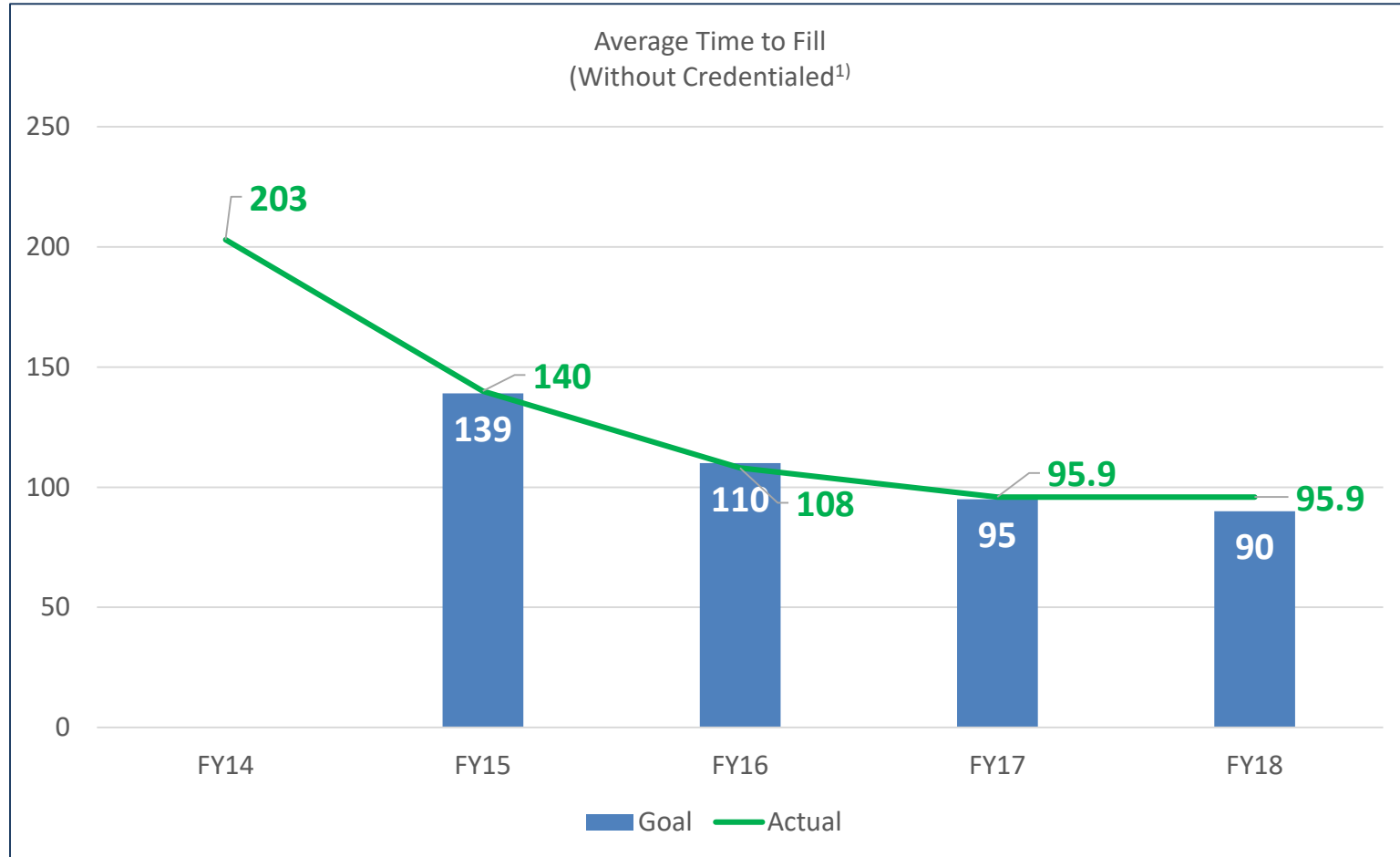


YTD Cumulative Totals:

FY18 CCHHS Turnover	2.4%	4.0%	5.4%	6.2%
FY17 CCHHS Turnover	2.3%	3.8%	5.6%	6.5%
FY17 U.S. IL Health & Hospital Assoc. Turnover Data	3.7%	4.0%	4.5%	No Report
FY18 U.S. Dept. of Labor Turnover Data	3.7%	3.6%	3.7%	3.8%

Impact 2020 – CCHHS HR Strategies

Improve/Reduce Average Time to Hire



¹Credentialed Positions: Physicians, Psychologist, Physician Assistant I and Advanced Practice Nurses.



CCHHS HR Activity Report – Hiring Snapshot

Thru 10/31/ 2018

Clinical Positions – 565 / 69%
Non-Clinical Positions – 250 / 31%

815 Positions in process

FY18 – 696 / 85%
FY19 – 119 / 15 %

